

**IN THE UNITED STATES PATENT AND TRADEMARK OFFICE**

In re application of:	§	Group Art Unit: 3623
Calderaro, et. al.	§	
Serial No.: 10/042,461	§	
Filed: January 8, 2002	§	
Title: <u>System and Method for</u>	§	Intellectual Property Law Dept.
<u>Establishing Automated</u>	§	11400 Burnet Road
<u>Resource Reduction Criteria</u>	§	Austin, Texas 78758

**INFORMATION DISCLOSURE STATEMENT**

The Commissioner of Patents  
Washington, D.C. 20231

Sir:

Applicants submit herewith patents, publications or other information of which they are aware, which they believe may be material to the examination of this application and in respect of which there may be a duty to disclose in accordance with 37 CFR § 1.56.

While this Information Disclosure Statement may be "material" pursuant to 37 CFR § 1.56, it is not intended to constitute an admission that any patent, publication or other information referred to herein is "prior art" for this invention unless specifically designated as such. In accordance with 37 CFR § 1.97(g) the filing of this Information Disclosure Statement shall not be construed to mean that a search has been made or that no other material information as defined in 37 CFR § 1.56 (a) exists.

The attached form, PTO-1449, provides a listing of patents, publications, or other information as required by 37 CFR § 1.98 (a)(1). A copy of each listed item that is not a U.S. Patent document, is supplied herewith.

Respectfully submitted,

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**LIST OF PATENTS AND PUBLICATIONS FOR  
APPLICANT'S INFORMATION DISCLOSURE  
STATEMENT****U. S. PATENT DOCUMENTS**

Examiner Initial	Document Number	Date	Name	Classification Class / Subclass	Filing Date if Appropriate
_____	AA 2003/0004790	01-2003	Calderaro et al.	705/11	
_____	AB 2003/0004789	01-2003	Calderaro et al.	705/11	
_____	AC 6,618,734	09-2003	Williams et al.	707/102	
_____	AD 5,926,794	07-1999	Fethe	705/11	
_____	AE 6,853,975	02-2005	Dirksen et al.	705/11	
_____	AF 5,909,669	06-1999	Havens	705/11	
_____	AG				
_____	AH				
_____	AI				
_____	AJ				
_____	AK				
_____	AL				

**FOREIGN PATENT DOCUMENTS**

Examiner Initial	Document Number	Date	Country	Classification	Translation Yes No
_____	AM				
_____	AN				
_____	AO				

**OTHER ART (Including Author, Title, Date, Pertinent Pages, Etc.)**

Examiner Initial	
_____	AP "Reduction in grade and removal based on unacceptable performance," 5 CFR Part 431, February 23, 1987.
_____	AQ "National Institute of Standards and Technology," Alternative Personnel Management System, Federal Register, October 21, 1997, v62, n203.
_____	AR "Department of the Navy, Human Resources Implementation Guide" by Betty Welch, Department of the Navy Management Programs, October 1, 1997.
_____	AS US Office of Personnel Management, Restructuring Information Handbook, Module 3, Reduction in Force, June 1998 version.
_____	AT "Are you really managing your corporate resources?" by Robert Skinner, Management Accounting, v80, n2, August 1998.
_____	AU "IT Confidential" by John Sout, InformationWeek, July 9, 2001.

Examiner:

Date Considered:

EXAMINER: Initial if reference considered, whether or not citation is in conformance with MPEP 609; Draw line through citation if not in conformance and not considered. Include copy of this form with next communication to applicant.